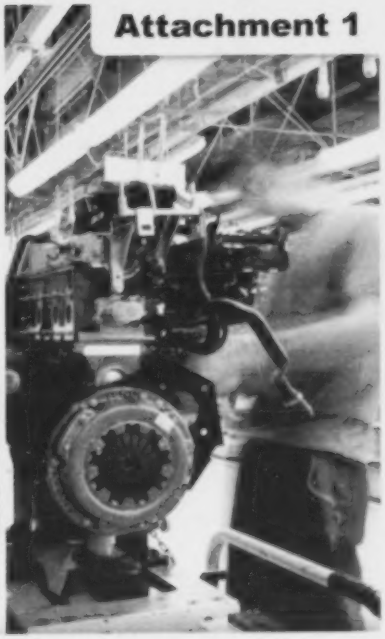
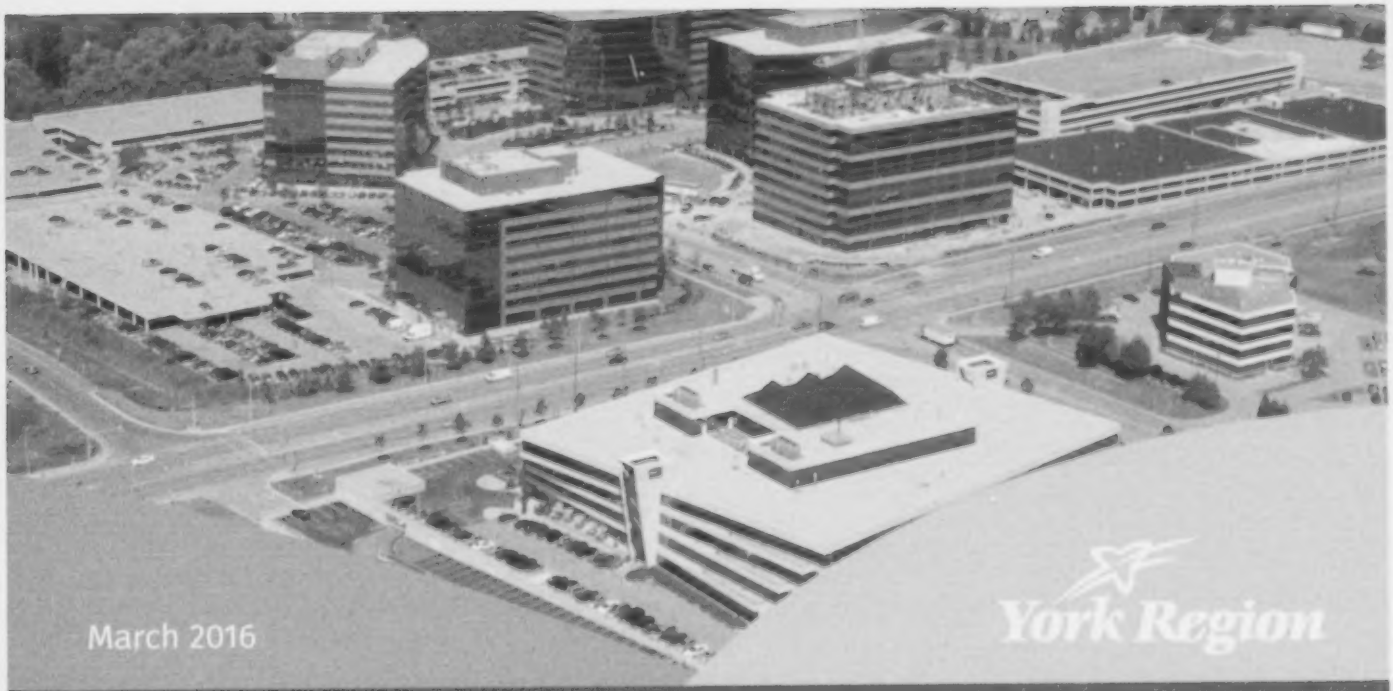
Attachment 1



Employment and Industry 2015



March 2016

York Region

York Region Employment and Industry Report 2015

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Introduction

Highlights

- There were an estimated 577,600 jobs in York Region as of mid-year 2015
- Between 2014 and 2015, York Region employment grew by 13,300 jobs or 2.4 per cent
- The manufacturing, retail trade and professional, scientific and technical services sectors held the largest share of surveyed employment in 2015
- 73 per cent of York Region's surveyed employment was full-time
- 77 per cent of surveyed employment in York Region is in services-producing sectors
- York Region surveyed 32,000 businesses in 2015
- According to Statistics Canada Business Counts, York Region has 49,600 employer business establishments making it the second highest in the GTA
- The majority of surveyed businesses in the Region (84 per cent) employ less than 20 employees

Business and job growth are fundamental to York Region's economic vitality. Attracting, retaining and growing high quality, good paying jobs across a broad range of sectors promotes economic resilience and helps ensure those living in York Region have the opportunity to work and thrive where they live. Each year, through various sources, the location, type and characteristics of businesses in the Region are tracked and analyzed. It is important to understand and regularly monitor this type of information, as well as year over year trends, as it informs the development of Regional policies, programs, marketing initiatives and infrastructure investments.

The Employment and Industry Report 2015 provides an economic overview of the Region's business and job growth. The data utilized in this report is obtained from a number of sources. The Region has conducted an industry wide survey of businesses across the nine municipalities annually since 1998. The survey provides a snap shot of the Region's businesses that can be compared over time to identify trends.

Other sources of information used within the report include Statistics Canada's Canadian Business Counts (formerly known as Canadian Business Patterns) and Labour Force Survey, Wanted Analytics online job postings and publicly available announcements regarding business activity in the Region. Details regarding data sources and methodology are contained within appendices A and B.

National and Provincial Overview

York Region employment growth outpaced national and provincial labour force employment growth

York Region employment growth outpaced national and provincial labour force employment growth between mid-year 2014 and mid-year 2015, posting a gain of 2.4 per cent **(Table 1)**.

According to the Statistics Canada Labour Force Survey, Canada and Ontario posted modest labour force employment growth between mid-year 2014 and mid-year 2015, increasing by 1.1 per cent and 1.2 per cent respectively. During the same period, the Greater Toronto Area (GTA) labour force posted higher than historic average growth increasing by 4.1 per cent from mid-year 2014 to mid-year 2015.

The finance and insurance sector steered the majority of the GTA's labour force growth in 2015 and can likely be attributed to strong growth experienced in the City of Toronto's financial sector. Historically, York Region has outperformed growth rates in national, provincial and Greater Toronto Area economies. Over the past five years, the Region has grown at an average annual rate of 3.1 per cent.

It is important to note that while Statistics Canada's labour force data is useful for trend analysis, there are high levels of variability in the data and the information is not directly comparable to York Region's employment estimate. The labour force survey represents GTA residents of working age who may or may not work in the GTA. The annual York Region employment survey data is representative of the Region's workforce and is comprised of working age individuals who work in York Region and who may or may not be residents of the Region.

Table 1 - Comparison of Annual Employment Growth Rate, Canada, Ontario, Greater Toronto Area (GTA) and York Region, 2015

	Canada	Ontario	Greater Toronto Area[1]	York Region[2]
2014-2015	1.1%	1.2%	4.1%	2.4%
2010-2015	1.1%	1.2%	1.9%	3.1%

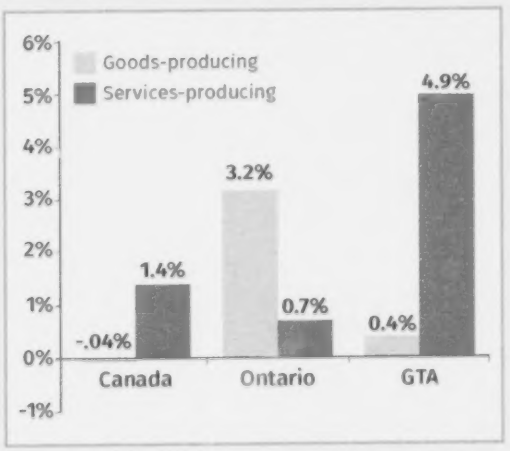
Source: York Region Planning and Economic Development Branch and Statistics Canada's Labour Force Survey, 3-month moving average, unadjusted for seasonality, ending in August 2015.

Notes: [1] Greater Toronto Area labour force employment growth approximated by the Toronto Economic Region.

[2] York Region figures based on 2015 employment survey results and estimates for home-based, farm-based and no contact businesses.

The Statistics Canada's labour force data provides a broad overview of employment trends at the national, provincial and GTA levels. Direct comparisons should not be drawn when comparing the Statistics Canada's labour force data to York Region's employment survey data. Refer to Attachment 1 on page 3 for a more detailed explanation.

Figure 1 - Labour Force Employment Growth rates for goods and services producing sectors, Canada, Ontario, GTA 2014 to 2015



Source: Statistics Canada's Labour Force Survey, 3-month moving average, unadjusted for seasonality, ending in August 2015.

Services-producing industries continue to drive employment growth in Canada, Ontario and the GTA

Growth in Canada's services-producing industries helped offset some of the job losses in the goods-producing sectors between mid-year 2014 and mid-year 2015. The -0.04 per cent decrease in labour force employment in Canada's goods-producing sectors was likely due to job decline in the natural resource sectors in Western Canada as a result of the drop in crude oil prices. This trend is expected to continue into 2016 if crude oil prices remain low **(Figure 1)**. Canada's services-producing industries increased by 1.4 per cent over the last year. The healthcare and education sectors were the primary drivers of this growth.

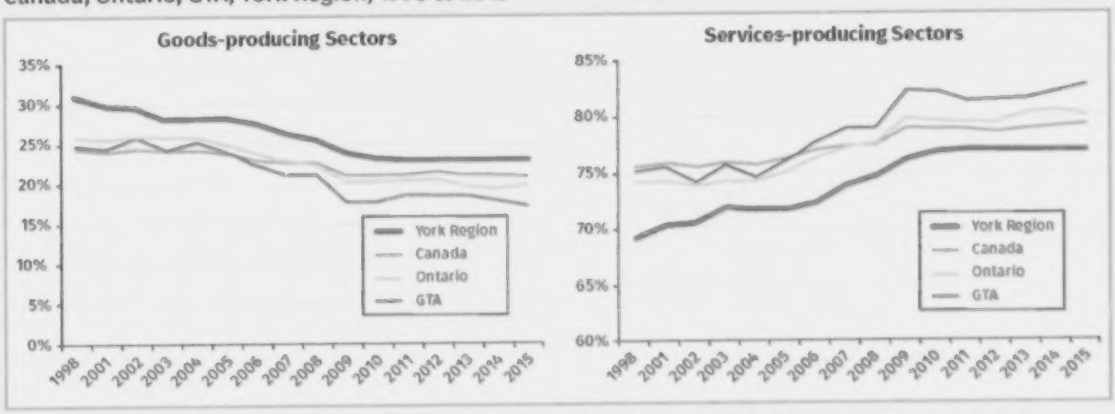
Ontario's goods-producing industries grew by 3.2 per cent, with much of the growth driven by the construction sector (+ 4.2 per cent). With the help of a weaker Canadian dollar, the number of manufacturing jobs across Ontario experienced a modest increase of 0.4 per cent.

The loss in manufacturing jobs across the GTA (-3.0 per cent) was offset by growth in other parts of the province including Hamilton and London.

The Greater Toronto Area exhibited strong growth in the services-producing sectors, posting a 4.9 per cent gain in labour force employment. The finance and insurance, retail and wholesale trade, professional, scientific and technical services and transportation/warehousing sectors all steered the majority of this growth, accounting for over 90 per cent of the GTA's overall labour force employment growth.

Similar to national and provincial trends, York Region's economy continues to experience a progressive shift towards more service-oriented jobs. The share of service-oriented jobs for Canada, Ontario, the GTA and York Region has shown steady growth since 1998 while the share of employment in the goods-producing sectors has shown a gradual decline over time **(Figure 2)**. York Region has consistently held a larger share of goods-producing employment than Canada, Ontario and the GTA.

Figure 2 - Distribution of Goods and Services Producing Employment, Canada, Ontario, GTA, York Region, 1998 to 2015



Source: York Region figures based on employment survey results. Canada, Ontario and GTA figures based on Statistics Canada Labour Force Survey, 3-month moving average, unadjusted for seasonality, ending in August 2015

Total Employment Estimate

York Region employment growth continues at a steady pace

As of mid-year 2015, the Region's total employment was estimated to be 577,600 jobs. This estimate includes job figures from contacted firms, census of agriculture jobs, estimates for work at home employment and for businesses that the Region was unable to contact. **Table 2** outlines how the 2015 total employment estimate was derived.

York Region is an attractive place to do business and has exhibited strong employment growth over the past 14 years. Since 2001, the Region has added over 192,000 jobs to its employment base **(Figure 3)**.

From 2001 to 2015 the Region has recorded strong annual job growth at an average annual rate of 2.9 per cent. This number aligns with the Region's annual population growth rate during the same time period (3 per cent).

York Region Employment by Type of Worker

York Region demonstrates strength in providing full-time employment opportunities for its residents

Full-time workers continue to account for the largest share of employment type in York Region at 72.8 per cent. The remaining share is divided between part-time workers at 18.1 per cent and contract/seasonal/temporary at 9.1 per cent. The Region continues to experience a shift in the shares of employment types with full-time employment decreasing from 76.9 per cent in 2005 to 72.8 per cent in 2015. Contract/seasonal /temporary employment continues to increase from 4.8 per cent in 2005 to 9.1 per cent in 2015 **(Figure 4)**.

Full-time employment is an important indicator of economic performance and the Region continues to demonstrate strength in full-time employment opportunities for its residents, attracting a highly-skilled labour force.

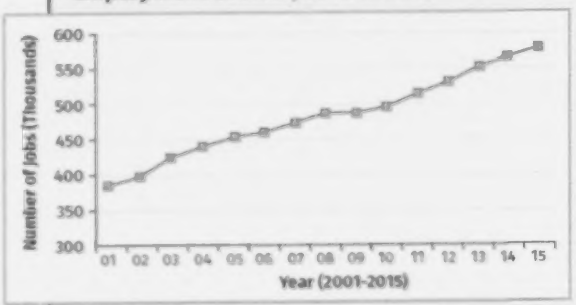
Providing opportunities for other types of employment such as part-time and contract/seasonal/temporary is also important for residents as attitudes on work-life balance and work preferences change.

Table 2 - York Region Total Employment Estimate 2015

Contacted Firms	No Contact Estimate	Agricultural	Work at Home Estimate
524,700	7,100	2,900	42,800
Total			**577,600**

Source: York Region Planning and Economic Development Branch Employment Survey, 2015

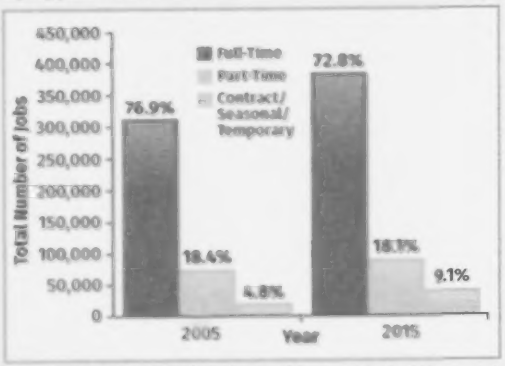
Figure 3 - York Region Estimated Total Employment Growth, 2010 to 2015



Source: Employment figures for 2001 and 2006 are based on Statistics Canada Census data. Employment figures from 2002-2005 and 2007-2015 are based on York Region's estimated total employment.

Note: York Region figures based on employment survey results and estimates for home-based, farm-based and no contact businesses.

Figure 4 - York Region Surveyed Employment by Type of Worker



Source: York Region Planning and Economic Development Branch, Employment Surveys

Although York Region has historically maintained a healthy proportion of full time employment, it is still important to monitor trends in changes to employment type composition as it may have future implications on the Region's economic well-being.

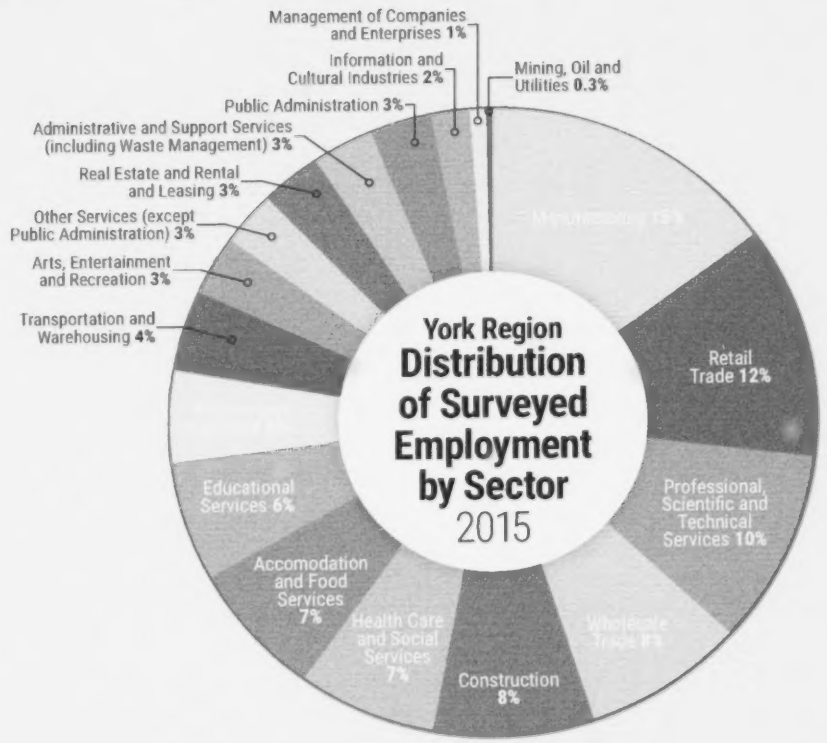
Employment Analysis by Sector

York Region has a diverse and resilient economy

The following section provides a detailed analysis of York Region's employment using Statistics Canada's North American Industrial Classification (NAIC) system. A comprehensive list of the NAIC sectors can be found in Appendix B.

York Region has a diverse economic base. The manufacturing, retail trade and professional, scientific and technical services sectors accounted for the largest share of surveyed employment by mid-year 2015 **(Figure 5)**. Employment available in a broad range of sectors is key to securing the Region's resiliency to any future economic downturn.

Figure 5 - York Region Distribution of Surveyed Employment by Sector


Management of Companies and Enterprises 1%
Information and Cultural Industries 2%
Mining, Oil and Utilities 0.3%
Public Administration 3%
Administrative and Support Services (including Waste Management) 3%
Real Estate and Rental and Leasing 3%
Other Services (except Public Administration) 3%
Arts, Entertainment and Recreation 3%
Transportation and Warehousing 4%
Retail Trade 12%
Professional, Scientific and Technical Services 10%
Wholesale Trade 8%
Construction 8%
Health Care and Social Services 7%
Accomodation and Food Services 7%
Educational Services 6%
York Region
Distribution of Surveyed Employment by Sector
2015

Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

The York Region economy continues to shift to service-oriented sectors

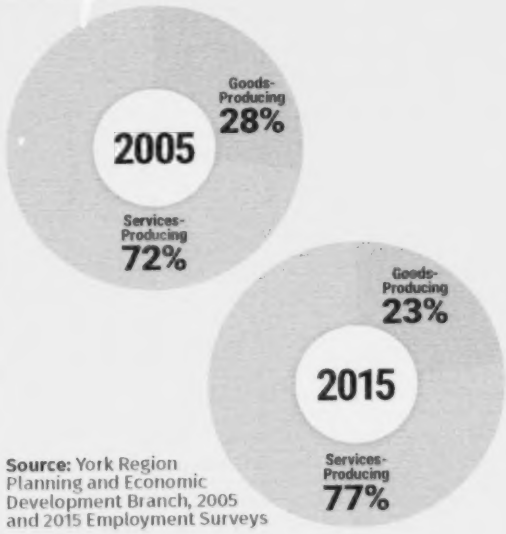
In line with Statistics Canada reporting, the NAIC sectors are classified into two broader groupings: goods-producing and services-producing sectors.

The goods-producing sector makes tangible products while the services-producing sector is made up of a range of activities including business services such as technology support, financial services and research and development as well as those that are population-related such as education, healthcare and food services.

In 2015, the majority of the Region's workforce was employed in services-producing sectors, accounting for 77 per cent of the Region's surveyed employment base. This is compared to 72 per cent in 2005 **(Figure 6)**.

The following sections provide further analysis on the factors influencing this economic shift.

Figure 6 - York Region Surveyed Employment by Goods and Services-Producing Sectors, 2005 and 2015



Source: York Region Planning and Economic Development Branch, 2005 and 2015 Employment Surveys

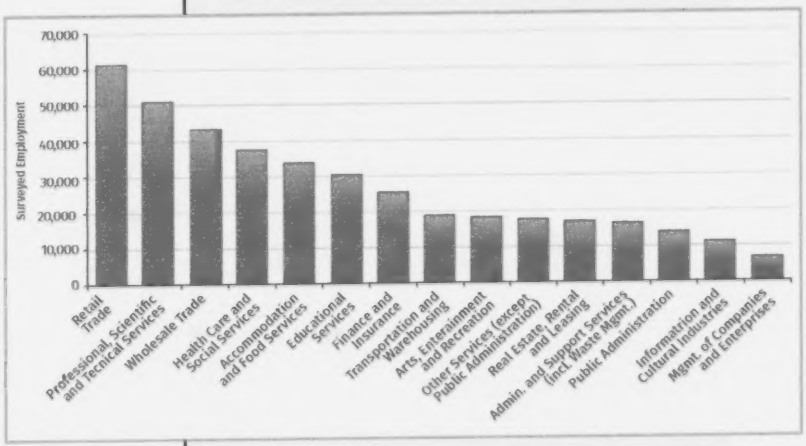
Services-Producing Sectors

Strong job growth experienced by key knowledge-based sectors in the Region

Employment in the services-producing sectors grew by 2.4 per cent, or 9,600 jobs between mid-year 2014 and mid-year 2015. Over the past ten years, over 113,300 service-oriented jobs were added to the Region's employment base representing an increase of 39 per cent.

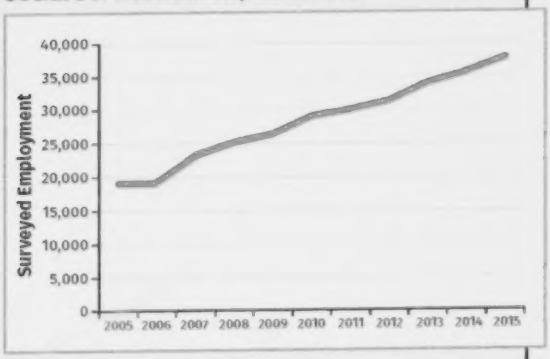
In 2015 within the services-producing sectors, retail trade represented the largest share of employment with 12 per cent or 61,620 jobs **(Figure 7)**. The professional, scientific and technical sector ranks second with an approximate 10 per cent share, or 50,990 jobs.

Figure 7 - York Region Distribution of Surveyed Employment in Services-Producing Sectors, 2015



Source: York Region Planning and Economic Development Branch, 2005 and 2015 Employment Surveys

Figure 8 - York Region Surveyed Employment in the Health Care and Social Services Sector, 2005-2015



Source: York Region Planning and Economic Development Branch, 2005 to 2015 Employment Surveys

Health Care and Social Services Sector

The Health care and social services sector continues to spur employment growth and innovation

Health care and Social Services is the fastest growing sector in York Region having nearly doubled its employment base over the last 10 years. Since 2005, employment in this sector has grown at an average annual rate of 7 per cent, bringing its total surveyed employment to 37,680 jobs in 2015 **(Figure 8)**.

The ambulatory health care services subsector which includes physicians, dentists, and other out-patient health care services has accounted for 50.4 per cent of surveyed employment growth in the health care sector since 2005.

This trend of increasing growth is expected to continue in this sector as the population ages and requires access to medical care and support services. Employment growth in the health care sector is spawning new opportunities for innovation in the Region as evidenced by the opening of Create IT Now accelerator and the completion of an Ontario Research and Innovation Optical Network (ORION) point of presence at Southlake Regional Health Centre; the opening of the new innovation unit at Mackenzie Health Centre; and the Pulse hub accelerator at venture LAB, the Region's innovation centre.

Retail Trade Sector

Growth in the retail trade sector is closely tied to population growth in York Region

Growth in the retail trade sector is closely-tied to population growth in York Region. Employment in this sector reached 61,620 by 2015, and represents a 12 per cent share of total surveyed employment, the largest share in the services-producing sector.

In spite of Target Canada's exit from the Canadian market in early 2015, which closed three retail locations in York Region and resulted in the loss of just over 300 jobs, the retail trade sector grew by 1 per cent or 640 jobs over the last year. Much of the growth was primarily led by smaller retail outlets, in addition to some growth from more established local retail outlets. Some of the larger retail employers that were hiring in 2015 were Walmart, Shoppers Drug Mart, Home Depot and Loblaws. As the Region's population continues to grow, growth in the retail trade sector is anticipated to continue.

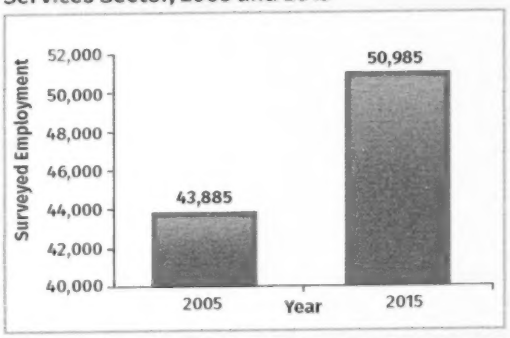
Professional, Scientific and Technical Services

Employment growth in the professional, scientific and technical services sector continues to attract highly-skilled workers

The professional, scientific and technical services sector consists of services such as information technology, legal services, accounting, engineering and technical services, architectural and interior design services, management consulting and research and development (including life sciences).

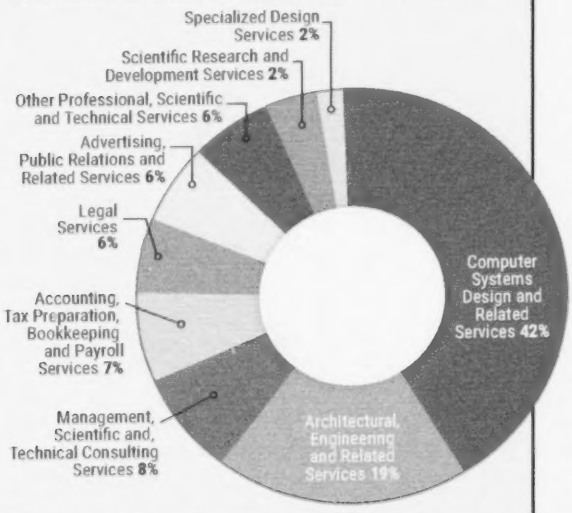
Since 2005, the professional, scientific and technical services sector increased at an average annual rate of 1.5 per cent, adding over 7,000 jobs to the Region's employment base **(Figure 9)**. Between mid-year 2014 and mid-year 2015 this sector grew by 1.3 per cent or 650 jobs.

Figure 9 - York Region Surveyed Employment in the Professional, Scientific and Technical Services Sector, 2005 and 2015



Source: York Region Planning and Economic Development Branch, 2005 and 2015 Employment Surveys

Figure 10 - York Region Distribution Surveyed Employment in the Professional, Scientific and Technical Services Sector, 2015


Specialized Design Services 2%
Scientific Research and Development Services 2%
Other Professional, Scientific and Technical Services 6%
Advertising, Public Relations and Related Services 6%
Legal Services 6%
Accounting, Tax Preparation, Bookkeeping and Payroll Services 7%
Management, Scientific and, Technical Consulting Services 8%
Architectural, Engineering and Related Services 19%
Computer Systems Design and Related Services 42%

Source: York Region Planning and Economic Development Branch, 2015 Employment Survey.

The computer systems design and related services subsector holds the largest share of this sectors employment, accounting for 42 per cent or 21,500 jobs **(Figure 10)**. Sustained growth in this sector is indicative of the Region's ability to attract highly skilled workers in knowledge-based industries.

York Region is home to dozens of major global companies in this sector such as IBM, Deloitte, AMD, AECOM, Parsons, Worley Parsons, Oracle, Compugen, PwC, and MMM Group. Some notable new investments in York Region include Lenovo Canada's new head office and Huawei Technology's expansion as well as recent relocations into York Region such as Black & McDonald, Morrison Hershfield and Ware Malcomb. The upcoming opening of accounting firm KPMG's new regional office will contribute to further growth in the Region's professional, scientific and technical services sector.

Wholesale Trade and Transportation/ Warehousing Sectors

Warehousing services are experiencing notable employment growth in York Region

Employment growth in the wholesale trade and transportation/warehousing sectors contributed to a growing trend of warehousing and distribution facilities locating across the Region.

As defined by Statistics Canada, the wholesale trade sector is an intermediate step in the larger supply chain of handling and/or distributing goods. Businesses in this sector sell merchandise in large quantities to other businesses in various sectors and can operate from warehouse or office locations. Businesses in the transportation/warehousing sector also play a key role in the supply chain process as they are engaged in transporting goods and offering warehousing and storage services. The two sectors share similar business activity characteristics, however, the primary difference is that businesses in the wholesale trade sector take title to the goods they are distributing where businesses in the transportation/warehousing sector do not own the goods they are distributing but rather are providing a service to their clients.

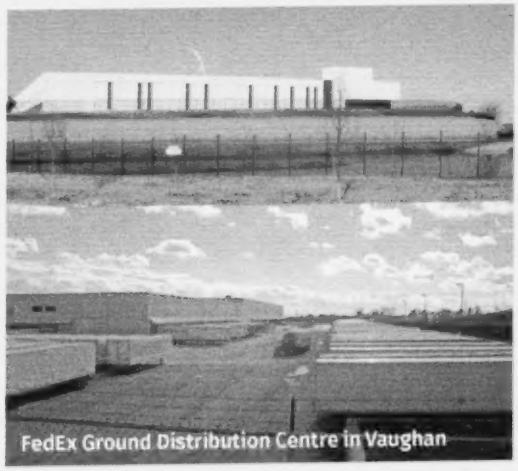
York Region's wholesale trade sector added nearly 7,700 jobs since 2005 and accounted for 43,150 jobs representing an 8.2 per cent share of the Region's surveyed employment in 2015. Within the services-producing sectors, wholesale trade was the second fastest growing sector between 2014 and 2015 in terms of absolute growth, posting a gain of 1,085 jobs **(Figure 11)**. Approximately 43 per cent, or 18,800 jobs found within businesses in the wholesale trade sector operate out of industrial distribution facilities. Furthermore, of those 18,800 jobs, half are employed in companies employing 100+ employees.

Employment in the Region's transportation/ warehousing sector reached 18,890 jobs by mid-year 2015, a 2.6 per cent increase over 2014. Since 2005, this sector has added 6,000 jobs to the Region's employment base, growing at an average annual rate of 3.8 per cent.

Much of the growth in these two sectors is driven by employment in distribution facilities. There were a number of recently opened/expanded distribution facilities between the 2014 and 2015 time period including Home Depot, Sobeys and Serta Simmons.

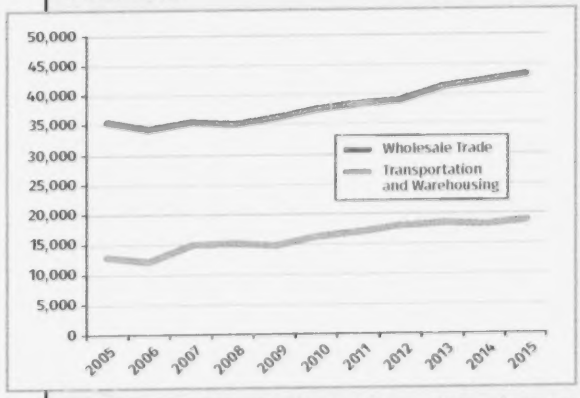
Recent growth in these sectors is concentrated in the southwestern portion of the Region, near the highway 427 and highway 7 systems as it is in close proximity to Toronto Pearson International Airport and the 400-series highways.

The wholesale trade and transportation/warehousing sectors are expected to continue generating jobs in York Region as there are a number of recent investments expected to begin operations between 2016 and 2017 including FedEX Ground, Costco and Mobis Parts Canada distribution centres.



FedEx Ground Distribution Centre in Vaughan

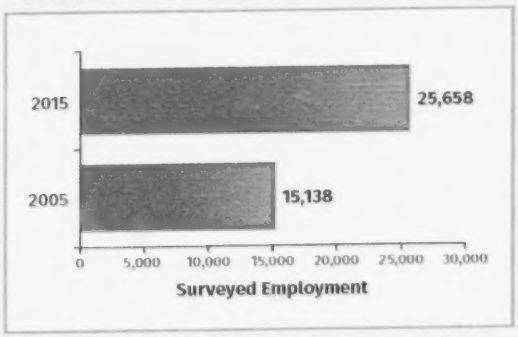
Figure 11 - York Region Surveyed Employment in the Wholesale Trade and Transportation/Warehousing Sectors, 2005-2015



Source: York Region Planning and Economic Development Branch, 2005 and 2015 Employment Surveys

State Farm Insurance Head office in Aurora

Figure 12 - York Region Surveyed Employment in the Finance and Insurance Sector, 2005 and 2015



Source: York Region Planning and Economic Development Branch, 2005 and 2015 Employment Surveys

Finance and Insurance Sectors

The finance sector continues to exhibit strong growth in the Region despite the departure of a major employer in 2015

Due to the departure of a major employer, employment in York Region's finance and insurance sector experienced a decline of 1,290 jobs in 2015, a 4.8 per cent decrease over 2014.
The major financial services employer, American Express (AMEX) relocated its head office out of York Region in 2015 as a part of a move to significantly reduce its office footprint resulting in a loss of 2,000 jobs. Despite this decline, since 2005 this sector has added over 10,500 jobs and has averaged an annual increase of 5.4 per cent **(Figure 12)**.

The upcoming move of TD Insurance into the former AMEX campus, along with expansions of local firms such as CIBC Wood Gundy and new investments such as Aviva Insurance's new head office, are expected to result in new job growth for this sector in the near term.

The Region is home to a number of head offices and major divisional operations of finance and insurance companies such as TD Waterhouse, Allstate Insurance, State Farm, Bank of China, RBC and HSBC. In addition to these larger employers many of the smaller business establishments in this sector are important contributors to employment growth and provide direct services to York Region's rapidly growing population.

Goods-Producing Industry Sector

Goods-producing industries are comprised of businesses in the mining, oil and utilities, construction and manufacturing sectors. In York Region, the manufacturing and construction sectors account for the majority of goods-producing jobs **(Figure 13)**. Despite the economic shift to a more service-based economy, employment in the Region's goods-producing sector grew 3.0 per cent or 3,570 jobs between 2014 and 2015. The manufacturing and construction sectors were the greatest contributors to this growth.

The Manufacturing Sector

Manufacturing still plays an important role in York Region's economy

The manufacturing sector at the national, provincial and municipal levels has experienced significant economic downturn over past years. Ontario's manufacturing industry was hit hardest during the recessionary period in 2008-2009. Since 2005, Ontario's economy lost over 320,000 manufacturing jobs with 67,000 of these job losses occurring in the Greater Toronto Area. While some parts of Ontario such as London and Hamilton have shown modest growth in manufacturing employment from mid-year 2014 to mid-year 2015, the GTA's overall manufacturing employment decreased by 3 per cent.

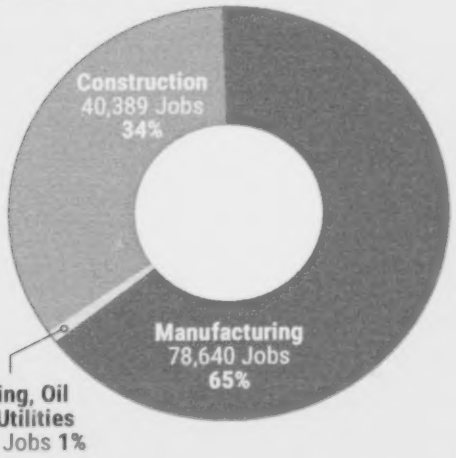
Although York Region's economy was also affected by this downward trend manufacturing remains the Region's largest sector in terms of surveyed employment and continues to have a larger share of manufacturing employment than Canada, Ontario and the GTA. In 2015, the Region's manufacturing sector accounted for 15 per cent or 78,640 of total surveyed jobs **(Figure 14)**.

According to the 2015 employment survey there were 2,950 manufacturing firms located in York Region. Approximately half of those surveyed firms have been established in the Region for 15+ years. The sustained presence of these established manufacturers is likely a contributing factor to the relative stability of the Region's manufacturing sector.

York Region's manufacturing sector posted moderate growth in 2015

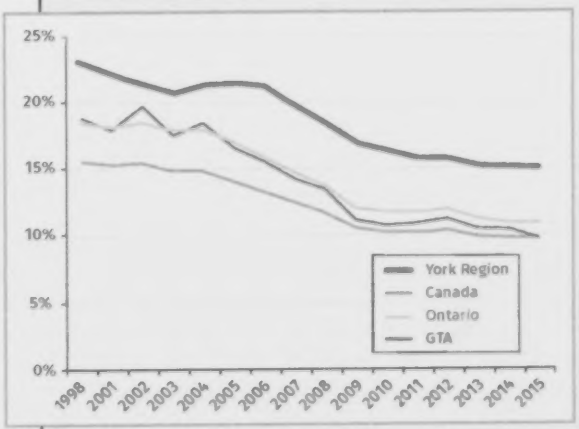
Employment in York Region's manufacturing sector has shown moderate growth since the 2008-2009 recessionary period. Between 2014 and 2015, the sector grew by 2.6 per cent or 1,980 jobs. Much of the growth can be attributed to well established manufacturers in the Region and over the past year there were a number of notable publicly-reported new investments and expansions in the manufacturing sector including RM2 Canada, Palcam Technologies, Allan Windows, Athena Automation and TS Tech.

Figure 13 - York Region Distribution of Surveyed Employment by Goods-Producing Sectors, 2015



Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

Figure 14 - Share of Manufacturing Employment, Canada, Ontario, GTA and York Region



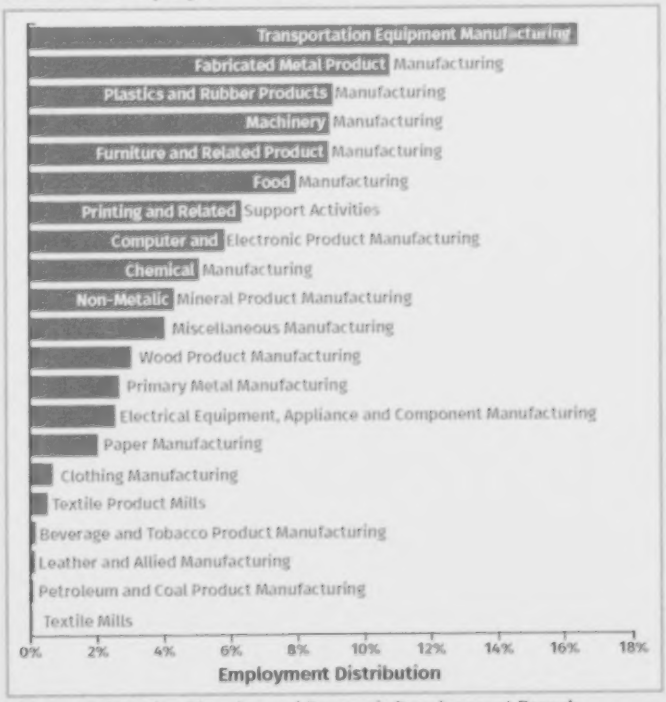
Source: York Region figures based on Employment Survey results. Canada, Ontario and GTA figures based on Statistics Canada Labour Force Survey, 3-month moving average, unadjusted for seasonality, ending in August 2015

The largest share of the Region's manufacturing jobs are employed by the automotive parts subsector

Transportation equipment manufacturing is York Region's largest manufacturing subsector, accounting for 17 per cent or nearly 13,000 jobs **(Figure 15)**. Businesses in this subsector are predominantly involved in motor vehicle parts manufacturing. The majority of individuals working for the Region's automotive parts subsector (88 per cent) are employed by a number of large to very large employers **(Table 3)**. Some of these major auto parts manufacturers include Magna subsidiaries Dortec, Rollstamp, Mytox and Cam-Slide, as well as other global employers such as Multimatic, Martinera, IAC, Autoliv and TS-Tech. The sector also consists of smaller manufacturing shops, some known for their innovative products such as Novo Plastics. While many of these companies have invested heavily in automation and research & development, this subsector remains one of the most labour-intensive economic sectors.

The Region's local automotive manufacturing sector is closely tied to economic trends in the provincial automotive sector. Many of the Region's local automotive parts manufacturers are suppliers of vehicle manufacturers across Ontario. An increasing number of vehicle manufacturers are relocating or establishing assembly lines in more cost-competitive jurisdictions such as the southern United States and Mexico. If this continued slowdown in Ontario's vehicle assembly industry persists it could in turn negatively impact operations of auto parts manufacturers across the GTA including York Region.

Figure 15 - York Region Distribution of Manufacturing Subsector Employment, 2015



Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

Table 3 - York Region Automotive Manufacturing Surveyed Employment by Business Size, 2015

Employee Range	2015 Surveyed Employment
Small (1 to 19 Employees)	208
Medium (20 to 99 Employees)	1,359
Large (100 to 499 Employees)	7,703
Very Large (500+ Employees)	3,707
Total	12,977

Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

The Construction Sector

The construction sector continues to experience healthy employment growth

The construction sector within the goods-producing industry sector is comprised of a large number of subsectors such as the construction of buildings, heavy and civil engineering construction as well as specialty trade contractors. Over the past ten years, the construction sector has added nearly 15,000 jobs to the Region's employment base. Between 2014 and 2015, the sector grew by 4.4%, or 1,700 jobs bringing the total number of surveyed construction jobs to 40,400 by mid-year 2015. The specialty trade contractors subsector accounted for the majority of employment in the construction sector, accounting for a 58% share or 23,430 jobs **(Figure 16)**.

Growth in the Greater Toronto Area's construction sector is fueled by local population and business growth and in turn positively impacts York Region's local economy. Employment growth in this sector promotes the construction of buildings and infrastructure to support new businesses and new homes for residents.

Hiring demands

Hiring demand in York Region was highest for occupations in sales and service and business, finance and administration in 2015

Wanted Analytics is a web-based platform that collects detailed information on hiring demand data from major online job search engines. The data is then categorized by occupational category using Statistic Canada's National Occupational Classification system (NOCs).

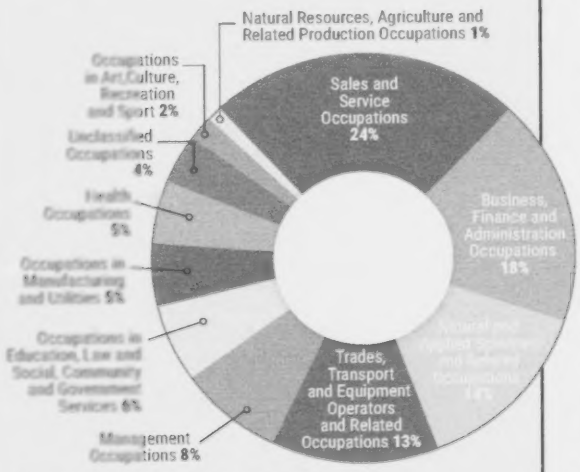
According to Wanted Analytics Job Postings data, between mid-year 2014 and mid-year 2015 there were a total of 70,900 job postings in York Region. This figure includes job postings for both new and replacement positions.

In 2015 hiring demand in York Region was highest for occupations in sales and service, business, finance and administration and natural and applied sciences occupations.

Figure 16 - Distribution of Construction Sector Employment, 2015

Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

Figure 17 - York Region Job postings by Occupational Category, June 2014-2015


Natural Resources, Agriculture and Related Production Occupations 1%
Occupations in Art, Culture, Recreation and Sport 2%
Unclassified Occupations 4%
Health Occupations 5%
Occupations in Manufacturing and Utilities 5%
Occupations in Education, Law and Social, Community and Government Services 6%
Management Occupations 8%
Trades, Transport and Equipment Operators and Related Occupations 13%
Sales and Service Occupations 24%
Business, Finance and Administration Occupations 18%

Source: Wanted Analytics, June 2015

From mid-year 2014 to mid-year 2015, sales and service occupations accounted for 24 per cent of total job postings. Demand in this category was driven primarily by retail, wholesale and food service occupations **(Figure 17)**.

Business, finance and administration occupations accounted for 18 per cent of total job postings between 2014 and 2015. Much of this demand can be attributed to accountants and human resources professionals. Hiring demand in the natural and applied sciences category was the third largest in the Region over the mid-year 2014 to mid-year 2015 period, accounting for 14 per cent of total job postings. Much of the demand within this category was from computer and information system professionals.

Overall, the variety of job postings by occupational categories is indicative of the increasing diversity in the Region's employment base. Additionally, the majority of the job postings highlighted here contributes to a more service-oriented economy.

It should be noted that while this data is useful for trend analysis, a direct comparison between hiring trends by occupational category cannot be made to the number of surveyed jobs by NAIC sector. A business may have employees with a variety of occupations and different occupations can be found in various industries.

Number of York Region Business Establishments

Data from the York Region Employment Survey and Statistics Canada Business Counts each provide unique insight on the characteristics of York Region's business community

Analysis of business establishment data from both Statistics Canada Canadian Business Counts (CBC) and the York Region employment survey assists in understanding and identifying trends in the Region's business community. The York Region Employment Survey data is useful for year over year analysis of economic trends for businesses with a physical location but does not capture all registered businesses in the Region.

The CBC database is based on the Canadian Business Register and uses the business registration number as the basis for their business counts. Businesses contained in the listing includes businesses that are not identifiable in a physical location survey such as home based and household employers. The database also includes businesses that have filed a federal corporate income tax within the past three years and can also include some business establishments that may have ceased operation. The CBC is a common and useful data source used by Regional staff for benchmarking business trends with other jurisdictions who do not conduct employment surveys.

York Region has the second highest number of employer business establishments in the GTA

According to the Canadian Business Counts (CBC) database from Statistics Canada, there were approximately 49,600 employer business establishments registered in June 2015. When compared to other census divisions in the Greater Toronto Area, York Region ranks as having the second highest number of employer business establishments, behind the City of Toronto and ahead of Peel Region **(Table 4)**.

Table 4 - Number of Business Establishments by GTA Municipality, 2015

Municipality	Number of Establishments
City of Toronto	100,115
York Region	49,618
Peel Region	48,682
Halton Region	19,207
Durham Region	14,086

Source: Statistics Canada Canadian Business Counts, June 2015

York Region Business Establishments by Sector

Employment survey and Canadian Business Counts data both indicate that the York Region business community is predominantly services oriented

According to CBC data and the Region's employment survey, over 80 per cent of business employer establishments in York Region were in services-producing industries in 2015.

The Canadian Business Counts data indicates that the professional, scientific and technical services sector accounts for the largest share of employer business establishments in York Region with a 17 per cent share **(Figure 18)**. The majority of establishments in this sector (83 per cent) employ between 1 and 4 employees making it very likely that a significant proportion of these establishments are home-based.

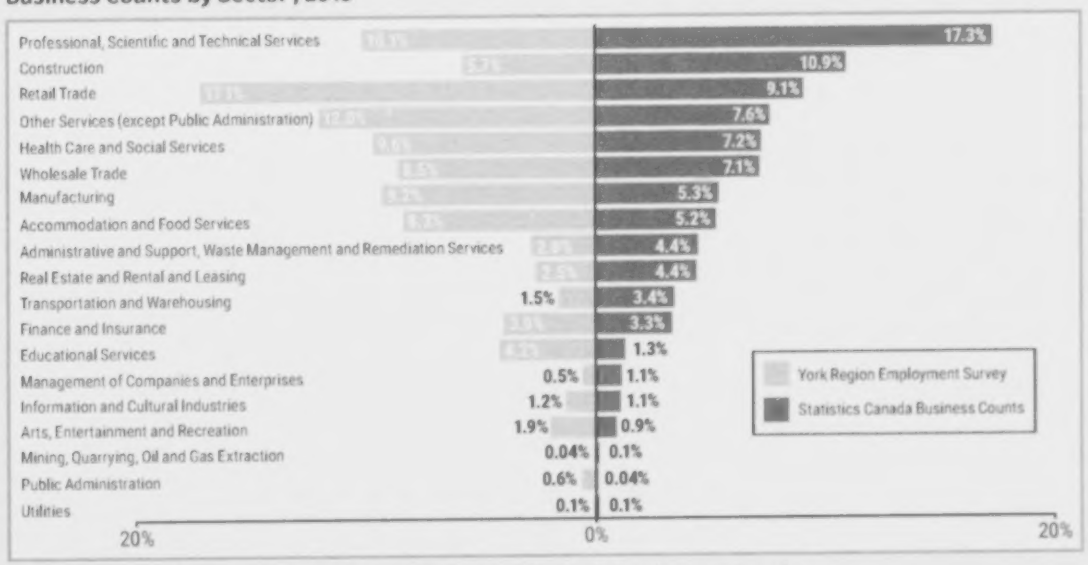
The 2011 Statistics Canada National Household survey recorded that 27 per cent of work at home employees were found in the professional, scientific and technical services sector further supporting the rationale that a large portion of these businesses are home-based. In terms of Regional surveyed businesses, this sector only accounts for a 10.1 per cent share. This discrepancy is likely attributed to the fact that the Region's employment survey does not capture all registered businesses.

According to the Region's employment survey, the majority of the Region's business growth over the past ten years was in the health care, other services, retail trade and professional, scientific and technical services sectors.

The significant presence of business establishments in the professional, scientific and technical services sector highlights the strength of the Region's business clusters which are provided by a highly-skilled workforce. While many businesses in the services-oriented sector are population-related (healthcare, education), a significant share of these are business services representing activities such as technology support, financial services, research and development.

Despite differences in data collection methods used by Statistic Canada's Canadian Business Counts and York Region's Employment Survey the datasets complement each other and further advance our knowledge on trends happening in the Region's business community.

Figure 18 - Comparison of York Region Surveyed Businesses and Statistics Canada Business Counts by Sector , 2015



Source: York Region 2015 Employment Survey, Planning and Economic Development Branch
Statistics Canada Canadian Business Counts, June 2015.

Notes: CBC data represents employer business establishments that have submitted payroll remittances to the CRA.

Employment by Business Size

Small businesses make up the majority of the Region's business community

In 2015, York Region surveyed 32,017 businesses, an increase of 4,400 businesses from the 2010 survey, indicating that new firms continue to choose York Region as their destination to do business. Small businesses (1-19 employees) account for the largest share of the Region's businesses at 84 per cent or 25,855 businesses in 2015 **(Figure 19)**. This is similar to business size trends in the Provincial and Canadian economies and is indicative of the important role of small business and entrepreneurship in the national and provincial economies.

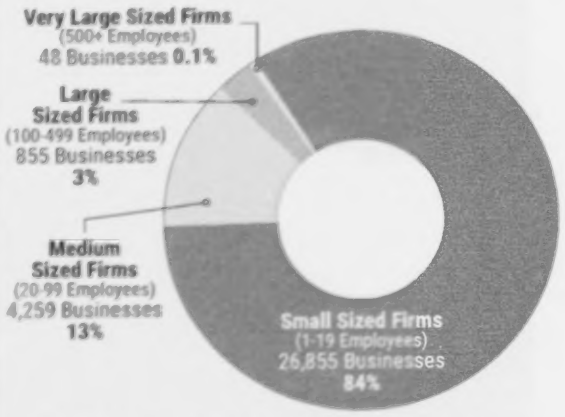
Over the last five years the number of firms employing more than 100 employees has grown by 15.4 per cent or 114 businesses. Since 2010, the largest growth has occurred in medium-sized firms with an increase of 18 per cent, or 649 businesses. Growth in the 500+ category remained relatively stable over the last five years despite some large private sector employers relocating out of the Region.

The majority of the Region's businesses are in service-oriented sectors

The majority of the Region's surveyed businesses (85 per cent) can be found in services-producing industries **(Figure 20)**. Medium-sized firms within the service-producing industry accounted for the largest share of surveyed employment with nearly 130,000 jobs or 32 per cent. The majority of these jobs can be found in the retail, wholesale and professional, scientific and technical service sectors .

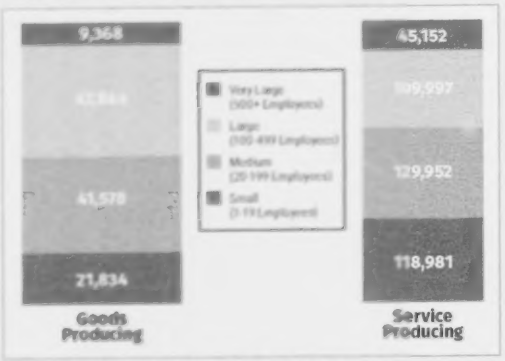
Nearly 50 per cent of surveyed jobs in the goods-producing industry sectors were found in businesses that employ over 100 employees. Many of the jobs in this category can be found in the Region's manufacturing sector.

Figure 19 - York Region Surveyed Businesses by Size, 2015



Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

Figure 20 - York Region Surveyed Employment by Business Size and Industry Sector, 2015



Source: York Region Planning and Economic Development Branch, 2015 Employment Survey

Factors Contributing to Economic Growth in York Region

Changing workspace environment, access to talent and cost-cutting are key factors behind corporate relocations

Aviva Canada's New Head Office in Markham

Levi Strauss Canada Head Office in Richmond Hill

AMD Head Office in Markham

Office-based employers are increasingly looking to optimize their building footprint and environment in an effort to cut costs, better attract/retain talent and stimulate innovation and collaboration among their employees. This has translated into several trends over the last few years such as a decline in average space per employee; increasing adoption of an "open space" layout to maximize efficiencies and stimulate collaboration and; seeking locations that offer better lifestyle amenities for employees and accessibility to transit and key highways.

These trends are leading to an increased adoption of shared office spaces among smaller businesses. Additionally, an increased number of larger employers are relocating across the Greater Toronto Area. Additionally, major new office developments in Toronto's downtown core, in particular south of Union Station, also have an impact on office relocations of major GTA office tenants.

Several notable office-based companies and organizations relocated to York Region between 2014 and 2015 including Lenovo Canada's head office, Hallmark Canada's head office and the Toronto and Region Conservation Authority (TRCA). Upcoming moves expected to occur between 2016 and 2018 include TD Insurance, Aviva Canada's new head office and KPMG Canada's new regional office.

Key relocations out of the Region in 2015 included American Express, which relocated its head office to Toronto and Apple Canada, who relocated its head office from a mixed-use facility in York Region to a new office building in downtown Toronto.

Notable moves of major office-based employers within York Region in 2015 included the head offices of Lexmark Canada, Acklands Grainger and PCI Geomatics. Additionally, Magna International announced plans to relocate its global head office to a new campus location in York Region by the fall of 2017.

Foreign Direct Investment in York Region is a key driver of local economic activity and employment

Foreign-owned companies are an important part of the Regional economy, accounting for a significant share of jobs and business activity in York Region's

Factors Contributing to Economic Growth in York Region (continued)

growth industry sectors. York Region is home to a number of Canadian head offices or major operations of global companies in all sectors such as IBM, AMD, J&J, Oracle, Toshiba, Lexmark, Siemens, GE, Allstate, UPS, Lexmark, Staples, Teva, Honda, Mazda, Lego and Levi's.

There are over 450 local subsidiaries or operations of foreign companies in York Region, representing approximately 50,000 jobs, or about 1 in 10 of total jobs in York Region. Over 90 per cent of the foreign owned companies operating in the Region are concentrated in the southern three municipalities of Markham, Vaughan and Richmond Hill.

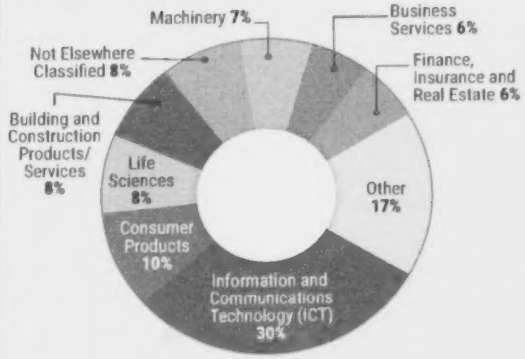
International businesses in York Region typically employ on average significantly more employees. 58 per cent of the foreign-owned companies operating in York Region employ over 20 employees.

International businesses in York Region typically house more knowledge-based, higher paying jobs. The information and communications technology (ICT) cluster represents 30 per cent of the Region's foreign-owned companies making it the top industry cluster among the Region's foreign owned companies **(Figure 21)**.

The United States is the largest source of international business investment in York Region accounting for 60 per cent of foreign owned businesses operating in York Region. This is followed by Europe which accounts for a 25 per cent share **(Figure 22)**.

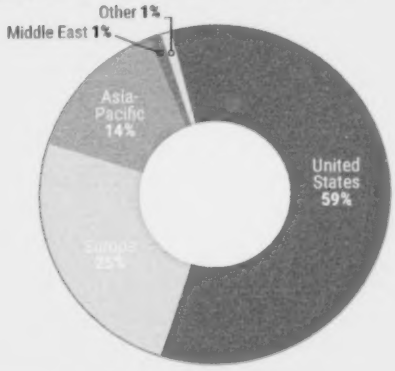
In 2015, York Region's Economic Strategy office recorded over 20 publicly-announced foreign direct investments in York Region, of which 60 per cent were acquisitions of local companies and the remainder new investments, mostly relocations from other parts of the GTA. Notable foreign companies that recently established or relocated their Canadian operations in York Region include Lenovo Canada head office (China, computer technology); Hallmark Cards head office (U.S., consumer products); Mobis Parts (Korea, auto parts warehouse); Fedex Ground (U.S., logistics); Costco (U.S., consumer products warehouse); Ware Malcomb (U.S., interior design) and; RM2 (Luxembourg, plastics manufacturing).

Figure 21 - York Region Foreign Owned Companies by Industry Clusters, 2015



Source: York Region Planning and Economic Development Branch, 2015

Figure 22 - York Region Foreign Owned Companies by Source Country, 2015



Source: York Region Planning and Economic Development Branch, 2015

Factors Contributing to Economic Growth in York Region (continued)

A lower Canadian dollar and local business innovation are key factors behind an increase in acquisitions of York Region companies in 2015

2015 has seen a significant year-over-year increase in the number of publicly-announced corporate acquisitions of York Region companies by external corporations. 20 acquisitions were publicly announced in the 2015 calendar year versus less than half of that recorded in 2014.

55 per cent (or 11) of the acquisitions of local companies were in the Information & Communications Technology (ICT) cluster and 60 per cent (or 12) were direct acquisitions by foreign companies, mostly out of the U.S. The majority of the acquisitions were for companies in York Region's southern three municipalities **(Table 5)**.

How York Region is investing to support business and job growth

York Region continues to make investments to attract business growth. Notwithstanding the success of the GTHA, international competition for business development and investments is becoming increasingly fierce in today's economy. Moreover, York Region is also in competition with other GTHA and Southern Ontario municipalities to retain and grow its existing business base and attract new employers, skilled employees and high quality, good paying jobs.

Table 5 - Key Publicly Announced Acquisitions of York Region Companies, 2015

Acquiring Company		Acquired York Region Company	
Company	**Head Office Location**	**Company**	**Industry Sector**
Avaya Corp	U.S.	Esna Tecnologies	Professional, Scientific and Technical Services
Nexeya	France	Cabletest	Professional, Scientific and Technical Services
Bridgestone	U.S.	TireConnect	Professional, Scientific and Technical Services
Deloitte Canada	Canada/U.S.	Bonaccorso & Assoc.	Professional, Scientific and Technical Services
Euronet	U.S.	XE.com	Professional, Scientific and Technical Services
PwC Canada	Canada/U.S.	Cinovate Cloud Innovation	Professional, Scientific and Technical Services
Staples	U.S.	Accolade Promotion Group	Wholesale Trade

Source: York Region Planning and Economic Development Branch, 2015

Factors Contributing to Economic Growth in York Region (continued)

York Region's Economic Development Action Plan addresses key economic challenges and opportunities facing York Region and translates them into innovative economic growth goals. Along with the initiatives identified in the Action Plan, the Region continues to make investments to support business growth and innovation in a number of areas:

- Investments in critical infrastructure such as transit and the transportation network, water and wastewater and the broadband connectivity network. York Region's 2015 $2.7 billion budget included $826 million in funding for capital projects and $1.9 billion to deliver high quality services to the Region's residents and businesses
- Significant investments in business attraction and retention in its centres and corridors, in part to attract and build on key growth industries in knowledge based sectors
- The development of "complete communities" that will maintain and improve the Region's quality of life and help attract skilled labour force talent
- Supporting the new York University campus by facilitating connections to the local business community will influence the focus of research and accelerate innovation and as a result increase knowledge-based investments and job growth
- Expanding and preserving the employment land base that provides businesses which sell goods and services outside the Region with strategic locations close to major highways and other destination points

Conclusions

The Employment and Industry report analyzes the state of the Region's economy and identifies key findings and trends in Regional employment and businesses by industry group.

In 2015, there were an estimated 577,600 jobs. Between 2014 and 2015, employment in the Region grew by 13,300 jobs. Employment growth in the Region once again outpaced national and provincial averages.

While employment in goods-producing sectors continues to have a presence in York Region, knowledge based, service-oriented jobs continue to drive the Region's employment growth. This sustained employment growth continues to diversify the Region's economy and promote economic resilience, vitality and liveability.

Business and job growth are fundamental to York Region's economic vitality. York Region is committed to attracting and retaining employers as well as making significant infrastructure investments to support employment and business growth.

Appendix A: Data Sources

York Region Survey Methodology

Background

The 2015 survey was a comprehensive Region-wide survey of all businesses across York Region (excluding farm and home-based businesses). Survey data is aggregated at the traffic zone level of detail, which divides the Region into 519 smaller geographic areas allowing for a detailed examination of local trends and information about local employment areas. York Region's first Region-wide employment survey occurred in 1998, when 21,000 businesses were recorded. Subsequently, the annual survey targeted key employment areas up to 2006, consisting of high-growth areas, designated employment areas and Regional centres. With the assistance of local municipalities, York Region has been able to complete Region-wide surveys of all businesses between 2007 and 2015. It is the Region's intention that all future employment surveys be comprehensive in nature.

Data Collection

Data collection for the 2015 York Region Employment Survey included all traffic zone areas across York Region (excluding home and farm based businesses). Data was collected from York Region businesses in a variety of forms:

- Through door-to-door interviews with the business community (primary method);
- Via telephone interviews (for businesses unable to contact in person); and
- Electronically through e-mail messages, online entries via our corporate website and facsimile submissions.

Businesses were primarily contacted through door-to-door interviews between May and August of 2015 by York Region Employment Surveyors. Surveyors used a GIS-based application to collect the business information. Within each traffic zone, all businesses were directly contacted and details about business activity, changes in employment levels and contact information were updated for existing businesses, or initiated for businesses new to that area. Where records showed a business that was no longer at the address in 2015, efforts were made to contact the business by phone to establish either a new location, or to record the probable closure of the business. For businesses unable or unwilling to conduct a door-to-door interview, the option was given to either have a surveyor call them at a mutually convenient time or to provide them with a blank survey form and have them complete and return it at their leisure. For businesses that declined to participate or could not be contacted either in person or by telephone during regular office hours, it was assumed that all information relating to that business remained unchanged from the date they were last surveyed.

In 2015, the Region was able to survey 32,000 businesses with a physical location. Approximately 84.4 per cent of surveyed businesses were successfully contacted. The Region was unable to contact and update 13.6 per cent of businesses and 2.0 per cent chose not to participate in the survey.

The Region began collecting business and employment information voluntarily from home-based businesses in 2012. Home-based businesses were encouraged to submit their business information through the Region's online business directory website. Since then the Region has collected information from just over 675 home-based businesses. It is important to note that the number of home-based businesses captured in the survey represents a small sample of home-based businesses in the Region. According to the 2011 National Household Survey there were approximately 40,000 home-based jobs in York Region in 2011.

Appendix A: Data Sources (continued)

In collaboration with the York Region Agricultural Advisory Liaison group and the York Federation of Agriculture, the Region completed its second farm-based business survey in 2015. A letter describing the purpose of the survey and a survey form was distributed in February to just over 700 farm-based businesses. Of the contacted farms, only 8.4 per cent participated in the survey. Regional staff continue to work with the York Federation of Agriculture to increase awareness on the benefits of collecting this information.

Data Uses

Data collected from the employment survey is a valuable resource for both the Region and local municipalities. The data is used by planning and economic development departments, other municipal departments, non-profit organizations and private sector groups. Some of the central uses of the data for the Region and local municipalities include: employment growth forecasts; monitoring targets in the Regional Official Plan and Provincial Growth Plan including employment and density targets for the urban growth centres and intensification areas; forecasting infrastructure requirements in master plans for transportation and water and wastewater; monitoring major office growth; and evidence in OMB cases. The data is also used for vacant employment land inventories; development charges studies; a tool for identifying economic trends and emerging sectors; and producing regional and local business directories.

Data Accuracy

A number of factors limit the accuracy of the data collected within this report, including:

Data collected was based on responses received from businesses. In certain instances however, businesses refused to participate, had a language barrier, were potentially missed in previous survey years, moved to an unknown location or were temporarily closed. As a result, certain business sectors may be over-represented and others under-represented depending on the particular circumstances of businesses in that sector.

While this study analyzes employment patterns in the Region, it does not examine all possible factors that can influence employment rates in a particular location, such as land prices, property tax rates, development charges, and existing space inventories and vacancies. These factors can impact the level of overall economic health in a given area and can also promote or discourage employment growth in one area over another.

The data collected is time-sensitive, in that the information is only accurate as of the date collected. For certain industries undergoing rapid change, the analysis within this report may no longer reflect current circumstances. Caution should therefore be used before making any conclusions based on this information.

Appendix A: Data Sources (continued)

Statistics Canada Business Counts Data

The Statistics Canada Business Counts database provides counts of active establishments by industry classification and employment size categories for Canada and the provinces/territories. The database is based on information received through the Canadian Business Register and uses the business registration number as the basis for their business counts. According to Statistics Canada the business register includes all Canadian businesses which meet at least one of the three following criteria: have an employee workforce for which they submit payroll remittances to CRA; or have a minimum of $30,000 in annual revenue; or are incorporated under a federal or provincial act and have filed a federal corporate income tax form within the past three years. Due to these factors it is possible that the business register includes businesses that are not identifiable in a physical location survey. Additionally, due to recent changes in the Business Register's methodology the data may increase or decrease the number of active establishments reported and should not be used as a time series. For more information on Statistics Canada Business Counts data please visit www.statcan.ca.

Wanted Analytics

Wanted Analytics is a provider of real-time market intelligence and analytics on hiring trends. The web-based platform collects information on hiring demand data from major online job search engines. The data is then categorized by occupational category using Statistic Canada's National Occupational Classification system (NOCs).

Statistics Canada Labour Force Survey

The Statistics Canada Labour Force Survey measures the current state of the Canadian labour market and is used to estimate national, provincial and regional employment and unemployment rates. The survey divides each province into smaller geographic areas and then uses a rotating panel sample design to select dwellings to be surveyed. The monthly sample size has been approximately 56,000 households which results in the collection of labour market data from approximately 100,000 individuals. The data is collected on a monthly basis either by telephone or in person interviews and survey participation is mandatory under the Statistics Act. Information is collected from all household members aged 15 and over.

Appendix B: Sector Definitions

Each business surveyed was assigned a numeric code based on their primary business activity. These codes are based on the North American Industrial Classification (NAIC) system, a hierarchical coding system used by statistical agencies in Canada, the U.S. and Mexico to classify businesses by type of economic activity. Much of the analysis in this report aggregates business information based on the NAIC coding at different levels of the hierarchy. The 20 NAIC sectoral categories used by Statistics Canada have been combined to 2 industry groupings. The combined industry groupings are summarized below:

Goods-Producing Sectors

Mining, Oil and Utilities Sector (NAIC 21, 22)

This sector comprises establishments primarily engaged in mining, oil and gas extraction and related support activities and operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities. Construction Sector (NAIC 23) This sector comprises establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing land. This sector includes land development, building and engineering construction and project management and all construction trades contracting (e.g., concrete pouring, roofing, drywall and painting, electrical, fencing).

Manufacturing Sector (NAIC 31-33)

This sector comprises establishments primarily engaged in the chemical, mechanical or physical transformation of materials or substances into new products. This sector includes food and beverage manufacturing, textile and clothing production, wood and paper products manufacturing, printing, petrochemical manufacturing, plastics and rubber manufacturing, non-metallic mineral product manufacturing (e.g., bricks, glass, gypsum board), primary metal manufacturing (e.g., iron and steel mills, metal pipes and wire, foundries), fabricated metal product manufacturing (e.g., stamping, metal doors, boilers, hardware, machine shops, nuts and bolts), machinery manufacturing, computer and electronic equipment, electrical equipment and appliances, transportation equipment manufacturing (e.g., motor vehicles and parts, aerospace and boat building) and furniture manufacturing.

Services-Producing Sectors

Wholesale Trade Sector (NAIC 41)

This sector comprises establishments primarily engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. This sector includes all wholesale distributors, product agents and brokers.

Retail Trade Sector (NAIC 44-45)

This sector comprises establishments primarily engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Includes all retail stores, retail auto and building supply dealers, gas stations and non-store retailers (e.g., mail order houses, vending machine operators, direct sales).

Appendix B: Sector Definitions (continued)

Transportation/Warehousing Sector (NAIC 48-49)

This sector comprises establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. This sector includes passenger and freight transportation and related support activities (e.g., airports, bus stations, vehicle towing, postal and courier services and warehousing and storage establishments.

Information and Cultural Studies Sector (NAIC 51)

This sector comprises establishments primarily engaged in producing and distributing (except by wholesale and retail methods) information and cultural products. Establishments providing the means to transmit or distribute these products or providing access to equipment and expertise for processing data are also included. The main components of this sector are the publishing industries (e.g. newspaper, book and software publishers), TV and radio broadcasting, telecommunications services, information services (e.g., news syndicates, libraries, and internet providers) and data processing services.

Finance and Insurance Sector (NAIC 52)

This sector comprises establishments primarily engaged in financial transactions including monetary authorities, credit intermediation and related activities (e.g., personal and commercial banking, credit unions, credit card issuing, consumer lending, mortgage brokers, transaction processing), securities and commodities trading, portfolio management and investment advising, insurance carriers and brokers and pension funds.

Real Estate and Rental and Leasing Sector (NAIC 53)

This sector comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments are primarily engaged in managing real estate for others; selling, renting and/or buying of real estate for others; and appraising real estate.

Professional, Scientific and Technical Services Sector (NAIC 54)

This sector comprises establishments primarily engaged in activities in which human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis. The individual industries of this sector are defined on the basis of the particular expertise and training of the service provider. The main components of this sector are legal services; accounting, tax preparation, bookkeeping and payroll services; architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; and advertising, public relations, and related services.

Management of Companies and Enterprises Sector (NAIC 55)

This sector comprises establishments primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions (e.g. holding companies, centralized administrative offices, corporate offices, head offices).

→ Appendix B: Sector Definitions (continued)

Administrative and Support, Waste Management and Remediation Services Sector (NAIC 56)

This sector comprises establishments of two different types: those primarily engaged in activities that support the day-today operations of other organizations; and those primarily engaged in waste management activities. The first type of establishment is engaged in activities such as administration, hiring and placing personnel, preparing documents, taking orders from clients, collecting payments for claims, arranging travel, providing security and surveillance, cleaning buildings, and packaging and labeling products. Waste management establishments are engaged in the collection, treatment and disposal of waste material, the operation of material recovery facilities, the remediation of polluted sites and the cleaning of septic tanks.

Education Sector (NAIC 61)

This sector comprises establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities and training centers. These establishments may be privately owned and operated, either for profit or not, or they may be publicly owned and operated.

Health and Social Services Sector (NAIC 62)

This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing Social Services, such as counseling, welfare, child protection, community housing and food services, vocational rehabilitation and child care, to those requiring such assistance.

Arts, Entertainment and Recreation Sector (NAIC 71)

This sector comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. The main components of this sector are performing arts, spectator sports industries, heritage institutions (e.g., art galleries, museums, zoos, conservation areas), amusement parks, gambling industry, golf courses and country clubs, skiing facilities, marinas, fitness and recreation centres, restaurants and bars and caterers.

Accommodation and Food Services Sector (NAIC 72)

This sector comprises establishments primarily engaged in providing short-term lodging and complementary services to travelers, vacationers and others, in facilities such as hotels, motor hotels, resorts, motels, casino hotels, bed and breakfast accommodations, housekeeping cottages and cabins, recreational vehicle parks and campgrounds, hunting and fishing camps, and various types of recreational and adventure camps. This sector also comprises establishments primarily engaged in preparing meals, snacks and beverages, to customer orders, for immediate consumption on and off the premises.

Other Services Sector (except public administration) (NAIC 81)

This sector comprises establishments primarily engaged in repairing, or performing general or routine maintenance (e.g. Automotive repair, machinery repair, reupholstery); providing personal care services (e.g. hair care, funeral homes, laundry services, pet care services, photofinishing); religious organizations and other civic and professional organizations.

Public Administration Sector (NAIC 91)

This sector comprises establishments primarily engaged in activities of a governmental nature (e.g. federal, provincial, regional and municipal protective services such as fire, police, courts and correctional facilities, regulatory and administrative service

Employment and Industry 2015

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